

THIS BOOK DOES
NOT CIRCULATE

A C R E E M E N T

between the

Trustees

of the Bloomfield Public Library

and the

Staff Association

of the Bloomfield Public Library

L I B R A R Y
Institute of Management and
Labor Relations

Dates:

RUTGERS UNIVERSITY

Dec 31, 1972 - Jan 1, 1973
to 11:59 P.M.

Bloomfield Public Library

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By this agreement, entered into this 6 day of November, 1974,
by and between:

THE BOARD OF TRUSTEES OF THE BLOOMFIELD PUBLIC LIBRARY, hereinafter
referred to as "The Board", and

THE STAFF ASSOCIATION OF THE BLOOMFIELD PUBLIC LIBRARY, hereinafter
referred to as "The Staff Association",

It is agreed between them as follows:

1. That the salary guide attached hereto and marked "Schedule A", which became effective April 1, 1974, approved by the Board on November 26, 1973, and accepted by The Staff Association, be and it hereby is abrogated by mutual consent, such abrogation to be effective as of December 31, 1974;

2. That the salary guide attached hereto and marked "Schedule B", shall become effective on January 1, 1975, and replaces "Schedule A" as of said date;

3. That the salary guide marked "Schedule B" shall cover all full-time salaried employees of the Bloomfield Public Library, with the exception of the Director and the Assistant Director, whose salaries are fixed by the Board;

4. That the salary guide marked "Schedule B" shall be in effect for a period of one (1) year, beginning January 1, 1975, and expiring on December 31, 1975;

5. That while the salary guide marked "Schedule B" will be in effect as of January 1, 1975, payment under that guide will not begin until April 15, 1975, but will be retroactive to January 1, 1975;

6. That the amount due each employee for retroactive pay will be in one lump sum on April 15, 1975.

7. This Agreement is made expressly subject to conditions of employment as set forth in the Staff Manual of the Bloomfield Public Library heretofore approved by the parties to this Agreement; such conditions are made a part of this Agreement except as may be expressly modified by the within terms.

IN WITNESS WHEREOF, this Agreement is executed by the officers
of the parties hereto the day and year first above written.

ATTEST:

Edward Wins
Secretary

BOARD OF TRUSTEES OF THE
BLOOMFIELD PUBLIC LIBRARY

President

ATTEST:

ATTEST:

Kathleen M. O'Connor
Secretary

THE STAFF ASSOCIATION OF THE
BLOOMFIELD PUBLIC LIBRARY

President

SALARY GUIDE - EFFECTIVE 4-1-74BLOOMFIELD PUBLIC LIBRARYPROFESSIONAL POSITIONS

<u>Step:</u>	<u>Library Director</u>	<u>Assistant Director</u>	<u>Supervising Librarian</u>	<u>Senior Librarian</u>	<u>Junior Librarian</u>	<u>Librarian Trainee</u>
Base	\$18,000	\$14,000	\$10,100	\$9,300	\$8,200	\$6,600
1			10,600	9,700	8,550	6,900 (9 cr.)
2			11,100	10,100	8,900	7,200 (18 cr.)
3			11,600	10,500	9,250	7,500 (27 cr.)
4			12,100	10,900	9,600	
5			12,600	11,300	9,950	
6			13,100	11,700	10,300	
7			13,600	12,100	10,650	
8	22,000	18,000	14,100	12,500	11,000	
			8 steps @ 500	8 steps @ 400	8 steps @ 350	3 steps @ 300
Incre- ment	Open	Open	500	400	350	300
Nin. Max.	18,000 22,000	14,000 18,000	10,100 14,100	9,300 12,500	8,200 11,000	6,600 7,500

Approved and adopted by
the Library Board of
Trustees 11-26-73

SALARY GUIDE -- EFFECTIVE 4-1-74

BLOOMFIELD PUBLIC LIBRARY

NON-PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Admin. Secy.</u> <u>Exhi. Artist</u> <u>Aud. Vis. Tech.</u>	<u>Sup.</u> <u>Lib.</u> <u>Asst.</u>	<u>Prin.</u> <u>Lib.</u> <u>Asst.</u>	<u>Senior</u> <u>Lib.</u> <u>Asst.</u>	<u>Junior</u> <u>Lib.</u> <u>Asst.</u>	<u>Library</u> <u>Clerk</u> <u>Driver</u>	<u>Senior</u> <u>Bldg. Main.</u> <u>Worker</u>
Base	\$7,600	\$6,800	\$6,300	\$5,800	\$5,000	\$5,000	\$6,300
1	8,000	7,150	6,625	6,100	5,250	5,250	6,600
2	8,400	7,500	6,950	6,400	5,500	5,500	6,900
3	8,800	7,850	7,275	6,700	5,750	5,750	7,200
4	9,200	8,200	7,600	7,000	6,000	6,000	7,500
5	9,600	8,550	7,925	7,300	6,250	6,250	7,800
6	10,000	8,900	8,250	7,600	6,500	6,500	8,100
7	10,400	9,250	8,575	7,900	6,750	6,750	8,400
8	10,800	9,600	8,900	8,200	7,000	7,000	8,700
	8 steps @ 400	8 steps @ 350	8 steps @ 325	8 steps @ 300	8 steps @ 250	8 steps @ 250	8 steps @ 300
Incre- ment	400	350	325	300	250	250	300
Min.	7,600	6,800	6,300	5,800	5,000	5,000	6,300
Max.	10,800	9,600	8,900	8,200	7,000	7,000	8,700

Approved and adopted by
the Library Board of
Trustees 11-26-73

SALARY GUIDE -- EFFECTIVE 1-1-75

BLOOMFIELD PUBLIC LIBRARY

PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Library Director</u>	<u>Assistant Director</u>	<u>Supervising Librarian</u>	<u>Senior Librarian</u>	<u>Junior Librarian</u>	<u>Librarian Trainee</u>
1	\$18,400	\$14,400	\$10,500	\$ 9,700	\$ 8,600	\$ 7,000
2			11,000	10,100	8,950	7,300 (9 cr.)
3			11,500	10,500	9,300	7,600 (18 cr.)
4			12,000	10,900	9,650	7,900 (27 cr.)
5			12,500	11,300	10,000	
6			13,000	11,700	10,350	
7			13,500	12,100	10,700	
8			14,000	12,500	11,050	
9			14,500	12,900	11,400	
10	22,400	18,400	15,000	13,300	11,750	
			10 steps @ 500	10 steps @ 400	10 steps @ 350	4 steps @ 300
	Open	Open	500	400	350	300
Min.	18,400	14,400	10,500	9,700	8,600	7,000
Max.	22,400	18,400	15,000	13,300	11,750	7,900

Approved and adopted by
the Library Board of
Trustees 10-29-74

SALARY GUIDE -- EFFECTIVE 1-1-75

BLOOMFIELD PUBLIC LIBRARY

NON-PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Admin. Secy.</u>	<u>Lib.Ex.Artist & Aud.Vis.Tech.</u>	<u>Sup. Lib. Asst.</u>	<u>Priu. Lib. Asst.</u>	<u>Senior Lib. Asst.</u>	<u>Junior Lib. Asst.</u>	<u>Library Clerk Driver</u>	<u>Senior Bldg.Main. Worker</u>
1	\$8,800	\$8,000	\$7,200	\$6,700	\$6,200	\$5,400	\$5,400	\$6,700
2	9,200	8,400	7,550	7,025	6,500	5,650	5,650	7,000
3	9,600	8,800	7,900	7,325	6,800	5,900	5,900	7,300
4	10,000	9,200	8,250	7,675	7,100	6,150	6,150	7,600
5	10,400	9,600	8,600	8,000	7,400	6,400	6,400	7,900
6	10,800	10,000	8,950	8,325	7,700	6,650	6,650	8,200
7	11,200	10,400	9,300	8,650	8,000	6,900	6,900	8,500
8	11,600	10,800	9,650	8,975	8,300	7,150	7,150	8,800
9	12,000	11,200	10,000	9,300	8,600	7,400	7,400	9,100
10	12,400	11,600	10,350	9,625	8,900	7,650	7,650	9,400
	10 steps @ 400	10 steps @ 400	10 steps @ 350	10 steps @ 325	10 steps @ 300	10 steps @ 250	10 steps @ 250	10 steps @ 300
Min.	8,800	8,000	7,200	6,700	6,200	5,400	5,400	6,700
Max.	12,400	11,600	10,350	9,625	8,900	7,650	7,650	9,400

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